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Industry Wage Survey
Temporary Help Supply
Kansas City, MO-KS
September 1987

U.S. Department of Labor
Bureau of Labor Statistics
Summary
April 1988

Temporary help in the Kansas City area averaged $5.34 per hour in September 1987, according to a survey conducted by the Bureau of Labor Statistics. Pay levels varied widely, however, depending upon the worker's specialty and qualifications. For example, professionals averaged $14.52; technical personnel, $10.27; administrative support, $5.45; service workers, $5.34; and operators, fabricators, and laborers, $4.09 (table 2). Commonly called temporary workers, these employees are supplied to clients of temporary help organizations. The workers supplied are under the direct or general supervision of the client but are on the payroll of the temporary help organization.

Permanent full-time staff of temporary establishments typically made up less than 5 percent of all workers in the industry. Overall, they averaged $9.60 an hour (table 1). For the few jobs studied separately, including office managers, service coordinators, and sales representatives, hourly averages ranged from $8.15 to $15.94.

These findings are from a first-time survey of occupational wages and the incidence of employee benefits in the temporary help supply industry. Table 3 presents data on selected benefits for the permanent staff.

The survey covered establishments with 50 workers or more and primarily engaged in supplying temporary help, except agricultural, on a contract basis to other businesses (industry 7362 as defined in the 1972 edition of the *Standard Industrial Classification Manual* prepared by the U.S. Office of Management and Budget). Excluded were separate auxiliary units of temporary help establishments such as central offices, and establishments engaged in providing allied services, such as employment agencies, and establishments primarily providing one specialized service, for example, janitorial service or guard service. An establishment, for purposes of the survey, was defined as a single physical location.

The Kansas City metropolitan area consists of Cass, Clay, Jackson, Lafayette, Platte, and Ray Counties, Missouri and Johnson, Leavenworth, Miami, and Wyandotte Counties, Kansas.

Data were obtained by visits of Bureau representatives to 20 of the 40 establishments in the area. These establishments, employing 3,360 workers, were selected and appropriately weighted to represent approximately 5,833 workers.

Fieldwork for the survey was directed by Rita Kerr, Assistant Regional Commissioner for Operations of the Bureau's regional office in Kansas City.

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Table 1. Occupational earnings: Temporary help supply, permanent employees, Kansas City, MO-KS, September 1987

Occupation	Number of workers	Average hourly earnings[1]	Number of workers receiving straight-time hourly earnings (in dollars) of —																										
			Under 5.00	5.00 and under 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 12.50	12.50 – 13.00	13.00 – 13.50	13.50 – 14.00	14.00 – 14.50	14.50 – 15.00	15.00 – 15.50	15.50 – 16.00	16.00 – 16.50	16.50 – 17.00	17.00 – 17.50	17.50 and over
All permanent workers	164	9.60	3	5	–	20	11	13	8	20	12	6	10	6	6	1	–	6	11	4	11	4	–	–	–	–	3	–	4
Time	110	8.63	3	5	–	20	9	13	6	12	7	4	2	–	2	1	–	6	8	2	6	4	–	–	–	–	–	–	–
Incentive	54	11.57	–	–	–	–	2	–	2	8	5	2	8	6	4	–	–	–	3	2	5	–	–	–	–	–	3	–	4
Office managers	19	15.94	–	–	–	–	–	–	–	–	–	–	2	1	–	–	–	–	2	2	5	–	–	–	–	–	3	–	[2]4
Incentive	17	16.27	–	–	–	–	–	–	–	–	–	–	2	1	–	–	–	–	2	–	5	–	–	–	–	–	3	–	4
Coordinators and sales representatives	105	8.97	–	–	–	14	6	7	8	19	12	6	7	3	6	–	–	2	5	2	4	4	–	–	–	–	–	–	–
Time	71	8.78	–	–	–	14	4	7	6	11	7	4	2	–	2	–	–	2	4	–	4	4	–	–	–	–	–	–	–
Incentive	34	9.37	–	–	–	–	2	–	2	8	5	2	5	3	4	–	–	–	1	2	–	–	–	–	–	–	–	–	–
Service coordinators	67	8.15	–	–	–	10	3	7	8	17	12	4	–	–	2	–	–	2	2	–	–	–	–	–	–	–	–	–	–
Time	48	8.04	–	–	–	10	1	7	6	9	7	4	–	–	–	–	–	2	2	–	–	–	–	–	–	–	–	–	–
Incentive	19	8.42	–	–	–	–	2	–	2	8	5	–	–	–	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Business services sales representatives	38	10.42	–	–	–	4	3	–	–	2	–	2	7	3	4	–	–	–	3	2	4	4	–	–	–	–	–	–	–
Time	23	10.31	–	–	–	4	3	–	–	2	–	–	2	–	2	–	–	–	2	–	4	4	–	–	–	–	–	–	–
Incentive	15	10.57	–	–	–	–	–	–	–	–	–	2	5	3	2	–	–	–	1	2	–	–	–	–	–	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Workers were distributed as follows: 2 at $17.50 to $18.00; and 2 at $32.50 to $33.00.
NOTE: Occupations may include data for subclassifications not shown separately.

Table 2. Occupational earnings: Temporary help supply, temporary employees, Kansas City, MO-KS, September 1987

Occupation	Number of workers	Average hourly earnings[1]	Number of workers receiving straight-time hourly earnings (in dollars) of —																										
			3.35 and under 3.50	3.50 – 4.00	4.00 – 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 12.50	12.50 – 13.00	13.00 – 13.50	13.50 – 14.00	14.00 – 14.50	14.50 – 15.00	15.00 – 16.00	16.00 – 17.00	17.00 and over
All temporary workers	5,354	5.34	339	920	1141	651	841	383	320	98	115	48	50	25	2	37	68	12	40	27	12	6	27	24	27	8	87	18	28
Professional specialty occupations	247	14.52	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	–	18	4	12	6	26	21	26	8	87	12	24
Registered nurses	165	14.67	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	–	18	4	12	–	8	–	8	2	84	2	[2]24
Technical and related support occupations	110	10.27	–	–	–	–	–	–	–	–	3	–	–	3	–	36	17	12	22	17	–	–	–	–	–	–	–	–	–
Health technologists and technicians	89	10.45	–	–	–	–	–	–	–	–	–	–	–	–	–	30	14	6	22	17	–	–	–	–	–	–	–	–	–
Licensed practical nurses	89	10.45	–	–	–	–	–	–	–	–	–	–	–	–	–	30	14	6	22	17	–	–	–	–	–	–	–	–	–
Sales and marketing workers	137	5.29	–	–	–	–	101	15	18	1	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Telemarketing, sales	71	5.30	–	–	–	–	53	–	16	–	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Administrative support occupations including clerical	1,729	5.45	–	40	274	242	475	187	203	93	98	42	49	22	–	1	2	–	–	–	–	–	–	–	1	–	–	–	–
Secretaries	266	5.84	–	–	–	27	62	72	49	16	31	3	5	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–
Typists	352	6.93	–	–	8	20	107	13	40	37	34	35	38	20	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Word processors	189	7.31	–	–	–	–	–	–	28	34	34	35	38	20	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Typists	162	5.19	–	–	8	20	106	13	12	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Receptionists	203	4.71	–	2	63	68	51	6	9	3	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Nontyping	48	4.60	–	2	9	29	7	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Typing	155	4.75	–	–	54	39	44	6	9	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Bookkeepers, accounting and auditing clerks	89	5.52	–	–	6	1	41	15	20	–	3	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
General office clerks	248	4.50	–	–	143	87	9	1	4	–	1	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Data entry keyers	266	5.48	–	–	1	6	183	42	43	2	6	1	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Service occupations	509	5.34	2	71	11	41	133	147	78	2	6	6	–	–	–	–	12	–	–	–	–	–	–	–	–	–	–	–	–
Nursing aides, orderlies, and attendants	402	5.51	–	–	–	37	130	147	78	2	2	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Operators, fabricators, and laborers	2,557	4.09	337	803	854	360	114	29	16	2	5	–	1	–	2	–	34	–	–	–	–	–	–	–	–	–	–	–	–
Handlers, equipment cleaners, helpers, and laborers	1,149	4.13	332	249	232	204	71	15	10	–	2	–	–	–	–	–	34	–	–	–	–	–	–	–	–	–	–	–	–
Laborers, except construction	808	3.91	332	123	92	181	86	10	3	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Workers were distributed as follows: 2 at $17.00 to $18.00; 14 at $18.00 to $19.00; and 8 at $19.00 to $20.00.
NOTE: Occupations may include data for subclassifications not shown separately.

Table 3. Establishment practices and employee benefits: Temporary help supply, permanent workers, Kansas City, MO-KS, September 1987

Item	Percent of total office employment	
	Second shift	Third shift
Shift differentials		
Data not available		

Item	Percent of —	
	Office workers	All other workers[1]
Scheduled weekly hours		
All workers	100	
37.5 hours	16	
40 hours	82	
48 hours	2	
Paid holidays		
All workers	100	
Receiving paid holidays	100	
6 holidays	46	
7 holidays	26	
Plus 5 half days	4	
8 holidays	19	
Plus 1 half day	6	
Receiving no paid holidays	-	

Item	Percent of —	
	Office workers	All other workers[1]
Paid vacations		
All workers	100	
In establishments not providing paid vacations	-	
In establishments providing paid vacations	100	
Length-of-time payment	100	
By vacation pay provisions for:		
6 months of service:		
Under 1 week	13	
1 week	36	
1 year of service:		
1 week	24	
2 weeks	76	
2 years of service:		
1 week	9	
2 weeks	91	
3 years of service:		
1 week	9	
2 weeks	87	
3 weeks	4	
4 years of service:		
1 week	9	
2 weeks	87	
3 weeks	4	
5 years of service:		
1 week	9	
2 weeks	63	
3 weeks	28	
8 years of service:		
1 week	9	
2 weeks	47	
3 weeks	44	
10 years of service:		
1 week	9	
2 weeks	47	
3 weeks	28	
4 weeks	16	
12 years of service:		
1 week	9	
2 weeks	47	
3 weeks	28	
4 weeks	16	
15 years of service:		
1 week	9	
2 weeks	47	
3 weeks	13	
4 weeks	31	

Item	Percent of —	
	Office workers	All other workers[1]
By vacation pay provisions for: – Continued		
20 years of service:		
1 week	9	
2 weeks	47	
3 weeks	7	
4 weeks	37	
25 years of service or more:		
1 week	9	
2 weeks	47	
3 weeks	4	
4 weeks	40	
Insurance, health, and retirement plans		
In establishments offering at least one of the benefits shown below	86	
Life insurance	86	
Accidental death and dismemberment insurance	79	
Sickness and accident insurance or sick leave or both	86	
Sickness and accident insurance	50	
Sick leave (full pay and no waiting period)	65	
Sick leave (partial pay or waiting period)	-	
Long-term disability insurance	64	
Hospitalization insurance	86	
Surgical insurance	86	
Medical insurance	86	
Major medical insurance	86	
Dental insurance	66	
Health maintenance organization	16	
Retirement plans	18	
Pension	13	
Lump sum	5	

[1] Data not collected.

Scope and Method of Industry Wage Surveys

Occupations selected for study. Occupational classification is based on a uniform set of job descriptions designed to take into account interestablishment and interarea variations in duties within the same job. The occupations are chosen for their numerical importance, their usefulness in collective bargaining, or their representativeness of the entire job scale in the industry. These descriptions, available on request, are included in the final bulletin on each survey.

Wage data. Unless designated otherwise, information on wages relates to straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses) were included as part of the workers' regular pay. Excluded were performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, Christmas, or yearend bonuses, and other nonproduction bonuses. Also excluded were tips and allowances for meals, lodging, or other payments in kind. The wages of learners, apprentices, and handicapped workers are excluded from data for selected occupations but are included in the total when data are presented for all nonsupervisory workers, all production workers, or all service workers.

Separate data are presented, where feasible, by sex and/or method of wage payment. However, the number of men, women, time, or incentive workers may not appear under every job because of publication criteria. Also, the total employment in an occupation may exceed the number of men and women combined because some establishments may not report data by sex.

Employment. Estimates relate to all establishments in the industry and locality as defined for the survey, and are intended as a general guide to the size and composition of the labor force rather than as precise measures of employment. Generally, a greater proportion of large than of small establishments is studied. Each group of establishments of a certain size, however, is given its proper weight in the combination of data.

Shift provisions and practices. Shift provisions relate to the policies of establishments either currently operating late shifts or having formal provisions covering late-shift work. Practices relate to workers employed on late shifts at the time of the survey.

Scheduled weekly hours. Data on weekly hours refer to the predominant work schedule for full-time workers employed on the day shift.

Employee benefit provisions. Employee benefits are included if formal provisions are applicable to half or more of the group studied in an establishment. Similarly, if fewer than half of the workers are covered, the benefits are considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated.

Information on benefit practices is presented in terms of the proportion (percent distribution) of workers provided the specific benefit itemized. Because of rounding, sums of individual items may not equal totals.

The tabulation of paid holidays provided annually presents data separately for full days and half days.

In the tabulation of vacation policies by years of service, payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings is considered the equivalent of 1 week's pay.

Data for health, insurance, and retirement plans are confined to those for which at least a part of the cost is borne by the employer. Legally required plans, such as workers' disability compensation and social security, are excluded.

NOTE: Scope and method may be modified somewhat to accommodate specific survey requirements.

Industry Wage Survey Bulletins

The most recent reports providing occupational wage data for industries currently included in the Bureau's program of industry wage surveys are listed below. Bulletins still in print are for sale from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or from the Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, Ill. 60690. Order by title and GPO Stock Number. Bulletins marked with an asterisk (*) are available only from the Chicago address. Bulletins that are out of print are available for reference at leading public, college, or university libraries or at the Bureau's Washington or regional offices.

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Basic Iron and Steel, 1983. BLS Bulletin 2221. $2.25*
Cigarette Manufacturing, 1986. BLS Bulletin 2276. $1.25
GPO Stock No. 029-001-02928-4
Corrugated and Solid Fiber Boxes, 1981. BLS Bulletin 2138. Out of print.
Grain Mill Products, 1982. BLS Bulletin 2207. $3*
Hosiery Manufacturing, 1981. BLS Bulletin 2151. Out of print.
Industrial Chemicals, 1986. BLS Bulletin 2287. $2.25
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Life and Health Insurance, 1986. BLS Bulletin 2293.
Metal Mining, 1977. BLS Bulletin 2017. Out of print.
Nursing and Personal Care Facilities, 1985. BLS Bulletin 2275. $5
GPO Stock No. 029-001-02921-7
Oil and Gas Extraction, 1982. BLS Bulletin 2193. $3*

Employee Benefits in Medium and Large Firms, 1986

U.S. Department of Labor
Bureau of Labor Statistics
Bulletin 2281

The Bureau of Labor Statistics issues its 1986 bulletin on employee benefits in medium and large firms. This survey is the eighth in the series.

Data available

- Incidence and detailed characteristics of 14 private sector employee benefits paid for at least in part by the employer: Lunch and rest periods; holidays, vacations, and personal, funeral, jury-duty, military, and sick leave; sickness and accident, long-term disability, health, and life insurance; and private retirement/capital accumulation plans. The retirement data include defined benefit plans, such as benefit formulas and pension replacement rates, and defined contribution plans, such as salary reduction or 401 (k) plans.
- Incidence and provisions of flexible benefit plans and reimbursement accounts are included for the first time in 1986.

Coverage

- Major benefits in medium and large firms, nationwide.
- Minimum employment in establishments covered is generally 100 to 250 employees, depending on the industry.

Source of data

- Samples of about 1,500 establishments in a cross-section of the Nation's private industries; primarily by personal interview.

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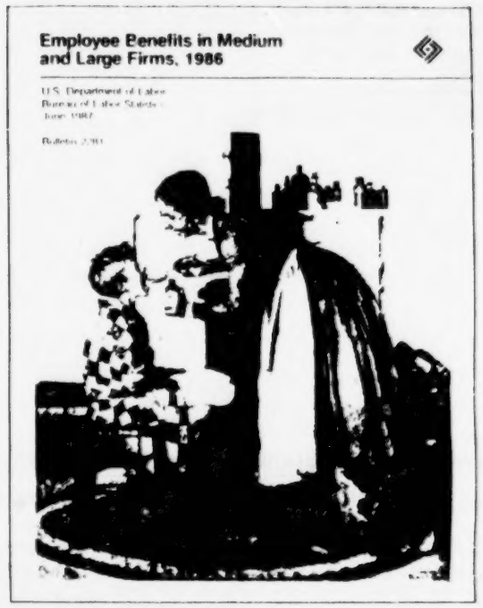

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